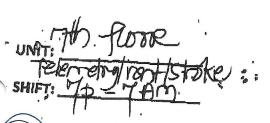
STAFFING OBJECTION EXAMPLES-SAFETY ISSUES 8/1/23

- ➤ Random Samples of Staffing Objections/Safety Issues that were submitted to the Director, CNO, and HR (February 2023-July2023)
- ➤ ED, 5th, 6th, 7th, 8th, L&D, ICU





Fax to: 714-970-5133

UNITED NURSES ASSOCIATION OF CALIFORNIA/ UNION OF HEALTH CARE PROFESSIONALS ST. FRANCIS REGISTERED NURSES ASSOCIATION

ST. FRANCIS REGISTERED NURSES ASSOCIATION
12 08, 72 09, 72 12, 70 15 E-MAILED JUL 8 1 2023
Calestine Blalock man fee Murse/s Employed at: Saint Francis Medical Center
heraby propert my assignment as: Primary Nurse Charge Nurse Cluve Coverage RN As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's country out the assignment to the best of my ability.
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I am objecting to the above assignment on the grounds that: [] I was not trained or experienced in area assigned. [] I was not trained or experienced in area assigned.
☐ I was not given adequate staff for aculty (short staffed). ☐ Functioning in multiple assignments/areas (i.e., Charge and Monitor Color Charge and Break relief) ☐ The dust was staffed with correspictly.
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I was given an assignment which posed a potential threat to the health and safety of my patients.
I was involuntarily forced to work beyond my scheduled hours 11592
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	K/Kel/ma	0/Admus TC
UNIT: ED		DATE: 7 /2 23
SHIFT: Night		Fax to: 714-970-5133
UNITED NURSES ASSOCIATION OF	CALLEODNIA / LINIONI OD ELEA	Mit CARR PRANCE
ST. FRANCIS	REGISTERED NURSES ASSOCI	ation
$\Lambda \Lambda \Lambda$	FING OBJECTIONS	
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Tada Pale	Parti	The second secon
Jada Pinkney		rancis Medical Center
Vanessa Ruz	Angel Aguila	- Juetha Tayasinghe
sharm kim	hereby protest my assignment as:	mary Nurse Charge Nurse LVN Coverage RN
As a patient advocate, in accordance with the California Nurse Passignment is unsere and places my patients at risk. As a result to carry out the assignment to the best of my ability.		•
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die nearth and safety of my patients.	MICN with other Ass	ignment (Trauma / Breek relief)
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rhments / Additional Information:		
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(FAX) 17144567914





UNITED NURSES ASSOCIATIONS OF CALIFORNIA/ UNION OF HEALTH CARE PROFESSIONALS

ST. FRANCIS REGISTERED NURSES ASSOCIATION

STAFFING OBJECTIONS

	Part i			1	
Luey Contrevas	Nurse/s Employed at:	SFMC		7/13	
RN .	- 410		HOSPITAL/CLINIF	14	- V!
AN	hereby protest my ass	ignment as: Primary N	urse C Charge Nurse	☐ LVN Coverag	e RN
As a patient advocate, in accordance with the California Nurse Pa assignment is unsafe and places my patients at risk. As a result, to to carry out the assignment to the best of my ability.			- 4		
I am objecting to the above assignment on the grounds that:	~~		***		
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was not given adequate staff for aculty (short staffed).	\ <i>\</i>	adequate support staff to			
The unit was staffed with excessive registry.		N coverage causing OOR.			
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was given an assignment which posed a potential threat to the health and safety of my patients.		er (please specify)			
☐ I was involuntarily forced to work beyond my scheduled hours.		· · · · · · · · · · · · · · · · · · ·			
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otified supervisor/other NAME/TITLE 6.1	no Da	ely 1,10	u man	1	ť.
pervisor response:		1. 100	DATE/TIME		
	Part VI				
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labor Pt. due to	Short	Staffed	ther uc	オルイ	
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UNITED NURSES ASSOCIATION OF CALIFORNIA/ UNION OF HEALTH CARE PROFESSIONALS
ST. FRANCIS REGISTERED NURSES ASSOCIATION

	E-MAILED JOE 81 TO
	Part I Saint Francis Medical Center
RM	RM BM
RN //	ereby protest my assignment as: 🔀 Primary Nurse 🗌 Charge Nurse 🔲 LVN Coverage R
As a Datient advocate in accordance of the	ice Act, this is to confirm that I notified you that, in my professional judgment, today's acility is responsible for any adverse effects on patient care. I will under profest, attempt
	— Part II —
I am objecting to the above assignment on the grounds that:	
l was not trained or experienced in area assigned.	LVN coverage causing OOR.
☐ I was not given adequate staff for aculty (short staffed).	Functioning in multiple assignments/areas (i.e., Charge and Monitor Tech.; Charge and Break relief)
☐ The unit was staffed with excessive registry.	☐ Breaker flewed prior to providing beak and meal relief to all staff
New Patients were transferred or admitted to unit without adequate staff.	No breaker
I was given an assignment which posed a potential threat to the health and safety of my patients.	OOR (#of pts per nurse)
l was involuntarily forced to work beyond my scheduled hours.	
Increase aculty patients without adjustment to assignment.	Other (please specify) No Breaken No Charge
inadequate support staff to allow safe quality care.	act of support.
	Part III
#Beds/Pt's: Census of Unit	Aculty: High Average Low Clerk: Yes No
	— Part IV——————
Shift	Staffing
Regular/Float Casual	
LVN Me hang tis	No Charge Nurse
Alde	
Registry	
	- Part V
ACTION	- 44.6
Votified supervisor/other	
upervisor response	DATE/THAS
	- Part VI
onments / Additional information:	
4	
ov to Condi Man	

Trap / A # 1700 (FAX) 17,144567914



E-MAILED JUL 31 2023

UNITED NURSES ASSOCIATIONS OF CALIFORNIA/ UNION OF HEALTH CARE PROFESSIONALS
ST. FRANCIS REGISTERED NURSES ASSOCIATION

STAFFING OBJECTIONS Nurse/s Employed at: hereby protest my assignment as: 🔲 Primary Nurse 🂢 Charge Nurse 🔲 LVN Coverage RN As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will under protest, attempt to carry out the assignment to the best of my ability. Part II I am objecting to the above assignment on the grounds that: i was not trained or experienced in area assigned. Increased acuity of patients without adjustment to assignment. was not given adequate staff for aculty (short staffed). Inadequate support staff to allow safe quality care. The unit was staffed with excessive registry. LVN coverage causing OOR. New Patients were transferred or admitted to unit without Cunctioning in multiple assignments/areas (i.e. Charge and Monitor Tech.; Charge and Break relief) adequate staff. was given an assignment which posed a potential threat to the health and safety of my patients. Other (please specify) I was involuntarily forced to work beyond my scheduled hours. #Beds/Pt's: Census of Unit Ratio: (number of patients per nurse) Aculty: High Average Low Part IV Shift Regular/Float Casual Registry RN LVN Alde Other ACTION: Notified supervisor/other Supervisor response:

07/15/2023	15:44		0	(FAX)		P.001/00
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UNIT:	Dan			DATE:	///>	170
SHIFT: _	- May	and the same		Fax to: 7	14-970-5133	<i>'</i>
	IITED NURSES ASSOCIATION OF ST. FRANCIS	CALIFORNI REGISTEREI	A/ UNION OF HEA D NURSES ASS OC	ALTH CARE PI		2
Gary W	Wans STAF	FING O	BJECTION	S	E-MAILED	JUL 3 1 2023
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	RN WALL	Nursal's Emplo	V/V; 9n oyedst: Saint	Francis	ummil a kN Medical Cer	nter
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As a patient advocat	GWAGO - LV 19, in accordance with the California Nurse P	ractice Act, this is	t my assignment as;	יו איני ווא איני איני איני איני	refereional to demont	nada seta
	e and places my patients at risk. As a result, gainent to the best of my ability.	ine radinty is resp	entiatore for any adverse	effects on patient :	tare. I will under protes	it, aitempt
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	or experienced in area assigned. dequate staff for acuity (short staffed).		Punctioning in mi	ultiple essignmant	s/areas (i.e., Charge and	d Monitor
	fed with excessive registry.		Tech.; Charge and			
	e transferred or admitted to unit without		No breaker	ior to providing be	eak and meal relief to all	l staff
dequate staff.		/	OOR (#of pts per i	nurse) 3	1 ICU:	
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	y forced to work beyond my scheduled hour	5,	Other (please spec	city) 7R	N5/3:1	
Increase acuity pa	tients without adjustment to assignment				~ · · · · · · · · · · · · · · · · · · ·	
Inadequate suppor	rt staff to allow safe quality care.		-,			
-		Part III	-		1	-
#Beds/Pt's:	Census of Unit 34		Acustry High	Average Low	Clerk: Yes	No
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RN	Regular/Float Casual		☐ No Charge			
LVN Alde						
Rogistry	AT LEGICL. J. W. & LEGICAL					
		Part V -				
ACTION: !odfied supervisor/ot	er Fran Manray/Judith	Otato	,	rond Walland Phalarmanianana, a schille Alb.		0 و مارستان ما
upervisor response	/ NAME/TITLE			1	(### Title	- the state of the
		Part VI -				
omments / Additional	Information:		. ,	4.00		

For to SANDY Marques @ 714-970-5133
Et Whac | WHEP @ 909-599-8655

of councel WHCh	909-599-8655
	F CALIFORNIA/ UNION OF HEALTH CARE PROFESSIONALS REGISTERED NURSES ASSOCIATION
STAF	FING OBJECTIONS E-MAILED JUL 3 1 2023
L'aro 1 th ropan	Nurse/s Employed at: 5+. Francis, Medical Center
AN	reloor & Belivery MOSPIFALICLINE 7 P - 2 A
. An	hereby protest my assignment as Primary Nurse Charge Nurse LVN Coverage RN
as a patient advocate, in accordance with the California Nurse Prace assignment is unsafe and places my patients at risk. As a result, the to carry out the assignment to the best of my ability.	tice Act, this is to confirm that I notified you that, in my professional judgment today's facility is responsible for any adverse effects on patient care. I will under protest, attempt
l am objecting to the above assignment on the grounds that:	- rarett
I was not trained or experienced in area assigned.	· · · · · · · · · · · · · · · · · · ·
I was not given adequate staff for acuity (short staffed).	increased acuity of patients without adjustment to assignment.
The unit was staffed with excessive registry.	Inadequate support staff to allow safe quality care.
New Patients were transferred or admitted to unit without adequate staff.	LVN coverage causing OOR.
I was given an assignment which pased a saturally	Functioning in multiple assignments/areas (i.e. Charge and Monitor Tech.; Charge and Break relief)
I was given an assignment which posed a potential threat to the health and safety of my patients.	10 Other (please specify) intriangle alone (supposed
I was involuntarily forced to work beyond my scheduled hours.	
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	Part IV Dreet
	shift in the shift
RN Regular/F	loat Casual Registry - NO Weak
LVN Alde	and the state of t
Other	
TION:	art V
Mad money	
died supervisor/other Margaret Foreguso-	n an change Tiel-
er response; Unit under staff	DAYGATIME DAYGATIME
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UNIT:

Fax to: 714-970-5133

UNITED NURSES ASSOCIATION OF CALIFORNIA/ UNION OF HEALTH CARE PROFESSIONALS ST. FRANCIS REGISTERED NURSES ASSOCIATION

STAFFING OBJECTIONS

	Lamailed Jul 31
As a patient advocate, in accordance with the California Nuise Prassignment is unsafe and places my patients at risk. As a result, it to carry out the assignment to the best of my ability.	Nuise/s Employed at: Saint Francis Medical Center Hall Lung LN Donn Francis Medical Center Hall Lung LN Donn Francis Medical Center Hall Lung LN Donn Francis Medical Center Hall Lung LN Coverage RN hereby protest my assignment as: Primary Nurse Charge Nurse LVN Coverage RN actice Act, this is to confirm that I notified you that, in my professional Judgment, today's ne facility is responsible for any adverse effects on patient care. I will under protest, attempt
	Part II
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The unit was staffed with excessive registry.	Breaker flexed prior to providing beak and meal relief to all staff
lew Rationts were transferred or admitted to unit without dequate staff.	No breaker
I was given an assignment which posed a potential threat to the health and safety of my patients.	MICN with other Assignment (Trauma / Break relief)
I was involuntarily forced to work beyond my scheduled hours.	b A = 1
Increase aculty patients without adjustment to assignment	Other (please specify)
Inadequate support staff to allow safe quality care.	
, search parter	Part III 1900 37 06, 10 ACM
Beds/Pt's: Census of Unit	Aculty: High Average Low Clerk: Yes No
Shift Regular/Float Casqui	O 33 Staffing Bunts 1 3 Adm
Afta Ragistry	@ 0100 Blipto / 1 Adm
	- Party 0 0300 Bunks / 4 Adm
**41/5 # 0	ctr(2) 07/20/2023
pervisor response	0500 2005° 3 Adm
	Part VI



Fax to: 714-970-5133

UNITED NURSES ASSOCIATION OF CALIFORNIA/ UNION OF HEALTH CARE PROFESSIONALS ST. FRANCIS REGISTERED NURSES ASSOCIATION

STAFFING OBJECTIONS

	TIME OBJECTIONS
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154	Nurse/s Employed at: Saint Francis Medical Center
RN	
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As a patient advocate, in accordance with the California Name Bassignment is transfer and accordance with the California Name Ba	hereby protest my assignment as: Primary Nurse Charge Nurse DVN Coverage RN
to carry out the assignment to the heat of mak. As a result the	hereby protest my assignment as: Primary Nurse Charge Nurse (VN Coverage R) actice Act, this is to confirm that I notified you that, in my professional judgment, today's he facility is responsible for any adverse effects on patient cars. I will under protest, attempt
or my approx.	solvent and squerze effects on batient care I will under protect and but and by a special find and a special state of the special state
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O Now Patients were transferred or admitted to unit without	Disconcer flexed prior to providing beak and meal relief to all staff.
is given an assignment which posed a potential threat to the health and safety of my patients	- A STANCE
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nadequate support staff to allow safe quality care.	heavy assignment
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RN Regular/Float Casual	
LVN Aide	No Charge Nurse
Registry	
FION:	Post II
ified supervisor/other	PartV
ervisor response	
divisor response	BATE/TIME
.s/Additional Information:	Part VI

Fax to Sandi Marques @714-970-5133 or submit to a SFRNA Officer or Representative

UNIT: Fax to: 714-970-5133 united nurses association of california/ union of health care professionals ST. FRANCIS REGISTERED NURSES ASSOCIATION STAFFING OBJECTIONS E-MAILED JUL 3 1 2023 Part I Saint Francis Medical Center CON CHAS:

Con CHAS:

Charge Nurse Charge Nurse LVN Coverage RN As a patient advocate, in accordance with the California Nurse Practice Art, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsere and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care, I will under protest, attempt to carry out the assignment to the best of my ability. - Part II-I am objecting to the above assignment on the grounds that: LVN coverage cousing OOR. I was not trained or experienced in area assigned. Functioning in multiple assignments/areas (i.e., Charge and Monito: Tech.; Charge and Break relief) I was not given adequate staff for acting (short staffed). The unit was staffed with excessive registry. Dresker flexed prior to providing beak and meal relief to all staff New Patients were transferred or admitted to unit without adequate staff. OOR (Wof pes per nurse) l was given an assignment which posed a potential threat to the health and safety of my patients. MICN with other Assignment (Trauma / Break relief) [] I was involuntarily forced to work beyond my scheduled hours. Other (please specify) Increase equity patients victiout adjustment to assignment Inadequate support steff to ellow safe quality care. #Beds/Pt's:_ Aculty Aligh Average Low Clark: "Yes No Part IV Regular/Float Casual

RN LVN Alde Registry

ACTION: Notified supervisor/other CEAHANE INVIS 7/25/27

Notified supervisor/other Confidence (CON) (CON)

Comments / Additional Information:

. 07/28/2023 04:36 (FAX) P.001/001

SHIFT:



DATE:

Fax to: 714-970-5133

UNITED NURSES ASSOCIATION OF CALIFORNIA/ UNION OF HEALTH CARE PROFESSIONALS
ST. FRANCIS REGISTERED NURSES ASSOCIATION

STAFFING OBJECTIONS

	TO THE TOWN	
· Danne 1:	Parti	E-MAILED JUL 31 2023
Donna Lin		
Mary Mary Mary Mary Mary Mary Mary Mary	Nurse/s Employed at: Saint	Francis Medical Center
AN A		
As	hereby protest my assignment as:	RIF
assignment is unsafe and pières my multiple California Nurse I	Tactice Act things.	Primary Nurse [] Charge Nurse [] LVN Coverage RN
As a patient advocate, in actordance with the California Nurse R assignment is unsafe and places my patients at risk. As a result, to carry out the assignment to the best of my ability.	the facility is responsible for any advance.	d you that, in my professional independent
		elects on patient care. I will under protest, attempt
am objecting to the above assignment on the grounds that	- Fact II	
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acout patients without adjustment	C Voter (please speci	(by)
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eds/Pts: 34/36	Part III - 055 Gamm	out Charles for
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(tele 6thm)	Acaday: Stigh Da	Everyge Drow Gerks Dyes DNo Staff
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TVISOT TESPONSE NAME/TITLE		DATE/IDE
avisor response NAME/TITE ats / Additional Information:	PartVI	SATE/STAGE

07/30/2023 04:35	MICH) / R-11 / TRAX) TAIM) P.001/003
UNIT: ER	17/29/2023
SHIFT:	DATE:
UNITED NURSES ASSOCIATION OF	Fax to: 714-970-5133 CALIFORNIA/ UNION OF HEALTH CARE PROFESSIONALS
andy Maria RA	REGISTERED NURSES ASSOCIATION
Vichole Cabrera, RN	FING OBJECTIONS A SUPPLIED JUL 3 1 2023
procession, cr	
JOHNA ENCLOSED MEN	Nutro/s Employed at: Saint Francis Medical Center
WHOLE OURSAN CITY	hereby protest my assignment as: Denmary Nurse Charge Nurse LUN Coverage RN
As a patient advocate, in accordance with the California Nurse Pressignment is unsefe and places my patients at risk As a result the carry out the assignment to the best of my ability.	actice Act, this is to confirm that I notified you that, in my professional judgment, today's he facility is responsible for any adverse effects on padent care. I will under protest, attempt
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En meneduate authorit arant to snow sale duality care.	MATER SERVICE
	Part III But I Part
#Beds/Pt's: Consus of Unit	Acuity: Dingi Average Low Clerk: Vies No
	Part IV TC = 2 NOFRAY
Shift	Staffing 701 2 AM
Regular/Ploat Casual	☐ No Charge Nurse
Alda Z GMA -	
Registry	0 1930 25pts. 0 316m
ACTION: Notified supervisor/other Lenhance; Ed	Director 07/29/223
Supervisor response	100 27 00 date
	Part VI (2 700 3 105 - C TA)
Comments / Additional Information:	@ ().100 27 Pto 1, ZIACK
	C(200) 2(0, 1013. 3 2100 m.
fáx to Sandi Narques @714-970-5133 or súbmit to a SFR:	VA Officer of Representative ZO VB. 2001

07/30/2023 07:40	(FAX)	P.001/001
hono 13st	> 7 20	2-2-0
UNIT: THOUR		1023
SHIFT: 1900 - 0730 : : day	ry date: 1-30-20	23
UNITED ARMSES	Fax to: 714-970-513	3
United nurses association of california/ union of i st. Francis registered nurses ass		
STAFFING OPTIONS	- CONTRACTOR	
COTTLE BUILTE POSTECTIO	E-MAILED JUI	L 3 1 2023
Nurse/s Employed at: Sair	ate Manager	:
	it Francis Medical Cer	
As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I not to carry out the assignment to the best of my ability.	KT Down	
as a parient advocate, in accordince with the California Nurse Practice Act, this is to confirm that I not to carry out the assignment to the best of my ability.	ified you that in my professional and many	DASLEGS NV
	30 effects on patient care. I will under protest	iday's Lamempt
am objecting to the above assignment on the grounds that		No. of the last of
LVN coverage (Causing OOR	
was not given adequate staff for equity (about staffed).	* * * * * * * * * * * * * * * * * * *	.1
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Patients were transferred or admitted to unit without No breaker	prior to providing beak and meal relief to all s	iteus ;
was given an assignment which posed a potential threat to the health and safety of my patients.	1 August 6 - 7	•
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Sandi Marques @714-970-5133 or submit to a SPRNA (1997 or Person of Person o	6	***

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Gardi

7/27/23 Night shift 5th floor

- Arrived to floor, clocked in, 3 RNs and 2 LVNs on the floor. RN 1:6 with 4 LVN coverages (1:10 total). 1 RN was floated to 6th floor. Staffed for 30. 1 CNA sent to 7th floor, 1 to sit, therefor no CNA on the floor.
- Called house supervisor Teresa at 1915, on speaker with RNs Lorenzo, Oh Choi, and Wu. Stated we are refusing report and admissions due to unsafe ratio. Instructed to call director January Mendoza to notify of unsafe condition.
- Called January Mendoza after speaking with house supervisor. Suggesting to accept assignment, that management "is working on hiring staff and travelers." She also stated that the LVN coverages should be "appropriate and not difficult", however, some LVN coverages have many IV medications throught the night. (Therefore more appropriate from RN.) RN Lorenzo questioned what they are going to do **NOW** to improve unsafe condition. Director stated she will call Gina.
- Per January, authorizes us to refuse any more admissions/transfers.
- Director authorized LVN from day shift to stay until 0200, and 1 LVN to come in early from day shift. RN ratio now 1:5, however now covering LVN for 5 (Total 1:10).
 CNA who was sent to 7th floor was sent back to 5th floor. Was told she would be a

sitter but ended up being on the floor, so she was sent back.

STA

-R. Larenzo RN

E-MAILED JUL 8 1 2023